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**Office of Legislative Liaison**  
Routing Slip

TO:	ACTION	INFO
1. D/OLL		<input checked="" type="checkbox"/>
2. DD/OLL		<input checked="" type="checkbox"/>
3. Admin Officer		
4. Liaison		<input checked="" type="checkbox"/>
5. Legislation	<input checked="" type="checkbox"/>	
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SUSPENSE

22 Nov 85  
Date

Action Officer:

Remarks:

Nov 15 Nov 85  
Name/Date

**EXECUTIVE SECRETARIAT**  
**ROUTING SLIP**

TO:		ACTION	INFO	DATE	INITIAL
	1 DCI		X		
	2 DDCI		X		
	3 EXDIR		X		
	4 D/ICS				
	5 DDI		X		
	6 DDA		X		
	7 DDO		X		
	8 DDS&T		X		
	9 Chm/NIC				
	10 GC		X		
	11 IG				
	12 Compt				
	13 D/OLL	X			
	14 D/PAO				
	15 D/PERS		X		
	16 VC/NIC				
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	18				
	19				
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	21				
	22				
SUSPENSE		Date			

Remarks

To 13: For appropriate ac

Executive Secretary  
14 Nov 85

Date

3637 (10-81)

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85- 4522

## United States Senate

SELECT COMMITTEE ON INTELLIGENCE  
WASHINGTON, DC 20510

LEGISLATIVE LIAISON

85-3532

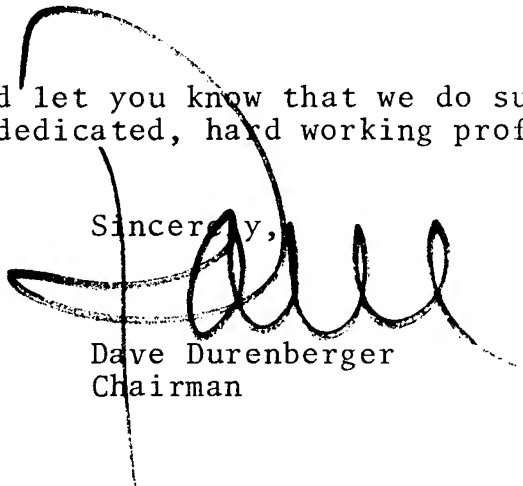
November 12, 1985

The Honorable William J. Casey  
Director of Central Intelligence  
Central Intelligence Agency  
Washington, D.C. 20505

Dear Bill:

Just thought I'd let you know that we do support your efforts to help the dedicated, hard working professionals at CIA.

Sincerely,



Dave Durenberger  
Chairman

Enclosure

STATEMENT OF SENATOR DAVE DURENBERGER ON CIA RETIREMENT PROGRAM

MR. PRESIDENT, I RISE TO AMEND THE MOTION OF THE SENATOR FROM MISSOURI. BUT ALLOW ME TO FIRST SAY THAT I DO THIS IN THE SPIRIT OF IMPROVING AN ALREADY EXCELLENT AMENDMENT.

SENATOR EAGLETON'S AMENDMENT IS IMPORTANT AND MUST BE PASSED. IT COVERS TWO AREAS NOT INCLUDED IN THE PENDING LEGISLATION -- COVERAGE OF CENTRAL INTELLIGENCE AGENCY PERSONNEL UNDER THE NEW CIVIL SERVICE RETIREMENT SYSTEM AND INCLUSION OF OVERSEAS AGENCY PERSONNEL UNDER THE SO-CALLED "SPECIAL EARLY RETIREMENT" PROVISIONS FOR HIGH RISK OCCUPATIONS. BUT, UNFORTUNATELY, THE AMENDMENT DOES NOT GO QUITE FAR ENOUGH TO COVER THE UNUSUAL CIRCUMSTANCES IMPACTING CIA PERSONNEL.

AS YOU ARE AWARE, THE CIA HAS COME UNDER A GREAT DEAL OF PUBLIC AND CONGRESSIONAL SCRUTINY IN THE PAST DECADE AND CERTAINLY IN THE PAST WEEK. UNFORTUNATELY, WHAT YOU ARE NOT SEEING OR HEARING ARE THE THOUSANDS OF ACTIONS THEY ARE DOING RIGHT ON A DAILY BASIS. IN PARTICULAR, WE ARE CONSISTENTLY DEMANDING THAT OUR INTELLIGENCE OFFICERS ABROAD PROVIDE MORE AND MORE INFORMATION ON HOSTILE INTENTIONS, ESPECIALLY THOSE OF TERRORISTS.

THIS INVOLVES RISK. MORE AND MORE OF OUR CIA FIELD PERSONNEL ARE BEING SUBJECTED TO THREATS AND ABUSE. TWO YEARS AGO WE WITNESSED AN EXAMPLE OF THIS WHEN A NUMBER OF THEM

WERE KILLED BY A TERRORIST BOMBING OF THE U.S. EMBASSY IN BEIRUT. AND AS THEIR ASSIGNMENTS BECOME MORE HAZARDOUS AND DEMANDING, THE SPECIAL MENTAL AND PHYSICAL REQUIREMENTS NECESSARY OF THE INTELLIGENCE OFFICER INCREASE DRAMATICALLY.

TO MEET THIS STANDARD THE CIA MUST CONTINUALLY REPLACE ITS OFFICERS OVERSEAS WITH YOUNGER PERSONNEL WHOSE IDENTITIES ARE NOT KNOWN AND WHO CAN STAND UP TO THE STRESSES OF THEIR ENVIRONMENT. TO DO THIS THE CIA CURRENTLY ALLOWS THESE OFFICERS TO RETIRE AT AGE 50. THE DIRECTOR OF CENTRAL INTELLIGENCE CAN DEMAND THAT THEY RETIRE AT AGE 55.

YET MAKING THESE DEMANDS ON OUR CIA PERSONNEL FORCES THEM OUT AT AN AGE WHERE JOB OPPORTUNITIES ARE LIMITED. IN ADDITION, THEIR SKILLS ARE UNIQUE AND WE VIGOROUSLY DISCOURAGE THEM FROM REVEALING OR MARKETING THEIR EXPERTISE IN NEW CAREERS. THAT IS WHY WE MUST BE CAREFUL NOT TO SEND A FALSE MESSAGE -- THAT THEIR GOVERNMENT DEMANDS THE RISK, BUT IS UNWILLING TO PAY THE PRICE. IF WE ARE NOT GOING TO PAY THESE PEOPLE WHAT THEY DESERVE UP FRONT, THEN WE MUST PROVIDE FOR THEM AT THE END.

I AM PLEASED TO SAY, MR. PRESIDENT, THAT THERE IS NEARLY UNANIMOUS AGREEMENT ON THIS POINT AND THAT THE PENDING AMENDMENT WILL CONTINUE THE EARLY RETIREMENT PROGRAM FOR OUR OVERSEAS INTELLIGENCE OFFICERS. BUT THERE ARE THREE MODIFICATIONS NECESSARY IF WE ARE TO TRULY INSURE THE INTEGRITY AND EFFECTIVENESS OF THE CENTRAL INTELLIGENCE AGENCY'S RETIREMENT SYSTEM.

FIRST, WE MUST NOT ALLOW RETIREMENT BENEFITS TO DETERIORATE IN THE FUTURE. CURRENTLY, THE AVERAGE CIA OFFICER WILL RETIRE WITH A PENSION THAT WILL REPLACE 47 PER CENT OF HIS PRERETIREMENT SALARY.

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UNDER THE PENDING LEGISLATION, THIS SAME EMPLOYEE WILL RETIRE WITH ONLY A 41 PER CENT REPLACEMENT RATE. BUT BY SLIGHTLY ADJUSTING THE PENSION ACCRUAL RATE FROM 1 PER CENT TO 1.3 PER CENT, THIS SLIP IN BENEFITS CAN BE AVOIDED. AND THAT IS ALL WE ARE TRYING TO DO HERE -- SIMPLY MAINTAIN PENSION BENEFITS AT CURRENT LEVELS -- NOTHING MORE, NOTHING LESS.

SECOND, THIS AMENDMENT PROVIDES FOR FULL SELF ADMINISTRATION BY THE CIA OF ITS RETIREMENT AND DISABILITY PROGRAMS. THIS IS CRITICAL IF THE AGENCY IS TO MAINTAIN CONFIDENTIALITY FOR ITS EMPLOYEES WHO ARE SERVING OR WILL SERVE -- LITERALLY A LIFE AND DEATH NEED IN THIS TIME OF INTERNATIONAL TERRORISM. UNDER CURRENT LAW, ONLY OVERSEAS PERSONNEL RECORDS ARE STRICTLY MAINTAINED IN-HOUSE BY THE AGENCY. IN THE EAGLETON AMENDMENT, THIS IS EXPANDED TO COVER FUTURE NON-OVERSEAS EMPLOYEES. BUT A CRITICAL GAP CONTINUES FOR THE THOUSANDS OF CURRENT NON-OVERSEAS PERSONNEL WHOSE RECORDS ARE MAINTAINED BY OPM AND OTHER NON-SECURE AGENCIES AROUND WASHINGTON.

AND THIRD, THE AMENDMENT REQUIRES THE DIRECTOR OF CENTRAL INTELLIGENCE TO STUDY THE CURRENT CIA RETIREMENT PROGRAM AND DETERMINE WHAT CHANGES AND EXPANSIONS ARE APPROPRIATE. IT HAS BEEN 20 YEARS SINCE SUCH A MAJOR REVIEW HAS BEEN DONE AND IT IS CLEAR TO THIS SENATOR THAT MODIFICATIONS ARE NECESSARY.

COLLOQUY WITH SENATOR EAGLETON:

IN OUR DISCUSSIONS WITH THE GOVERNMENT AFFAIRS COMMITTEE AND THE CIA, WE HAVE CONCLUDED THAT IT MAY BE NECESSARY TO EXPAND THE CURRENT CIA RETIREMENT AND DISABILITY PROGRAM TO MEET SPECIAL NEEDS. IS THIS ALSO SENATOR EAGLETON'S UNDERSTANDING?

WE ALSO BELIEVE THAT IT IS IMPORTANT THAT WE CONDUCT SUCH A REVIEW OF THE CIA RETIREMENT AND DISABILITY SYSTEM AND MAKE APPROPRIATE CHANGES WITHIN THE NEXT YEAR. DOES SENATOR EAGLETON ALSO BELIEVE THIS IS CORRECT?

THANK YOU.

RETURN TO STATEMENT

NOW, MR. PRESIDENT, I KNOW MANY PEOPLE WILL SAY THAT THIS AMENDMENT IS BAD POLICY. THEY WILL SAY THAT IF WE MAKE ANY EXCEPTIONS -- ANY AT ALL -- THE FLOOD GATES WILL OPEN TO ALL SPECIAL APPEALS. I AM CERTAINLY SENSITIVE TO THAT FACT AND KNOW FIRST HAND AS A MEMBER OF THE GOVERNMENT AFFAIRS COMMITTEE HOW DIFFICULT IT HAS BEEN TO GET THIS LEGISLATION TO THE FLOOR. BUT I ALSO KNOW THAT SUCH AN AGREEMENT SHOULD NOT PREVENT US FROM SIMPLY DOING WHAT IS RIGHT. PRINCIPLES AND RIGID POLICIES ARE WONDERFUL ONLY AS LONG AS THEY ARE CORRECT.

AND IN THE CASE OF THE INTELLIGENCE OFFICER, THE STRAIGHT-JACKET APPROACH OF "NO EXCEPTIONS" DOES NOT FIT REALITY. AND, THEREFORE, WE SHOULDN'T WEAR IT.

IN SUMMARY, OUR INTELLIGENCE OFFICERS FACE HAZARDS UNKNOWN TO OTHER OVERSEAS OR LAW ENFORCEMENT PERSONNEL. THEY AND THEIR FAMILIES MUST LEAD THEIR LIVES UNDERCOVER, NEVER TELLING FRIENDS AND ACQUAINTANCES OF THEIR TRUE MISSION AND RESPONSIBILITIES. IN A WORLD FILLED WITH TERRORISM, THEIR VERY SAFETY AND LIVES ARE AT STAKE IF THEIR COVER IS REVEALED. MOST OF THESE OFFICERS ALSO WORK TWO JOBS -- THEIR COVER EMPLOYMENT AND THEIR AGENCY DUTIES. AND, FINALLY, THE NATURE OF THIS WORK IS VERY EXACTING, DANGEROUS, AND DIFFICULT. IN SHORT, IT IS UNLIKE ANY OTHER WORK IN GOVERNMENT.

MR. PRESIDENT, THERE IS A GREAT NEED FOR A STRONG AND EFFECTIVE HUMAN INTELLIGENCE SERVICE IN TODAY'S INTERNATIONAL ENVIRONMENT. MY SERVICE ON THE SELECT COMMITTEE ON INTELLIGENCE HAS MADE ME WELL AWARE OF HOW MUCH WE DEPEND ON THE FINE MEN AND WOMEN OF OUR INTELLIGENCE COMMUNITY. THEIR RESPONSIBILITIES ARE UNIQUE AND THEIR CONTRIBUTION IS UNPARALLELED. IT IS MY DETERMINATION THAT THEY, IN TURN, WILL BE ABLE TO DEPEND ON US. I URGE THAT THE SENATE SUPPORT ME IN THIS EFFORT AND ADOPT THIS AMENDMENT.